

**EXECUTIVE COMMITTEE**  
**THURSDAY January 9, 2014**  
**CSU 238**  
**9:00 a.m.**  
**Approved Minutes**  
**Meeting started 9:09**

Present: Jim Grabowka, Mary Visser, Kellian Clink, Lynnette Engeswick, Paul Hustoles, Barb Carson, Roger Severns, Bridgette Cooper, Bobby Bothmann, Miriam Porter, Gregg Marg, Luis Posas, Marie Pomije, Jennifer Veltsos, Don Ebel, Marilyn Hart, Richard Liebendorfer, Teri Wallace, Donna Brauer

1. Minutes of previous meeting (Unapproved Minutes –December 12, 2013) **Hustoles/Carson Move to Approve: Passed.**
2. Call for Additional Items/ Reordering of Agenda Add under information 9C: new resolution committee Under Meet& Confer Agenda Items Number 8 add : Query about interim personnel for next year.
3. IFO/MnSCU COMMITTEE OPENINGS
4. FACULTY ASSOCIATION VACANCIES – REPRESENTATION STILL NEEDED
  - a. College of Education Unit Representative complete term 2015 (1) Andy Johnson resigned at Unit Rep, Deb Jesseman resigned Extended Learning. Severns: support Jesseman as Unit Rep. Marg: Question-- fills out until next election or next term of office? Hustoles: Fill in for this semester, and then we put out a call for a one year term. Severns withdrew his motion. **Severns/Hustoles** move to support Jesseman for Unit Rep through spring 2014. **Passed.**
  - b. College of Education Representative on Nomination & Election Committee (1)
  - c. SBS Extended Learning Replacement Spring 2014 (1)
  - d. Business GCAP Replacement beginning Spring 2014 (1)
  - e. Business UCAP Replacement for Spring 2014 (1)
5. FA APPOINTMENTS BY FA EXECUTIVE
  - a.
6. ELECTRONIC VOTING BY FA EXECUTIVE
  - a.
7. DISCUSSION ITEMS/ACTION ITEMS
  - a. Eide Bailley Benny Cards – (Bothmann) Lots of people have not received benny cards. I was given to understand they are going to charge us \$10 for the cards. Grabowska: Will bring up at Meet & Confer and IFO Board. We'll see what we can do at the state level.
  - b. Academic Master Planning (discussion follows)
  - c. Committee Charges – GCAP and Research – Changes to be made? Wallace: okay to go forward. Grabowska: will follow up with Lewis.
  - d. State Negotiator –*Brauer email: would like to finish with negotiating the 2013-2015 contract. **Hustoles/Carson move to appoint Brauer: Passed.** Let's thank her for that. She will be appointed for the two years.*

### Discussion of Academic Master Plan documents and planning

Grabowska: Phase One. At the last Council of Deans meeting, administration presented a draft of this and asked for input. Grabowska met with Wells outside that meeting. Some of the concerns were addressed with modifications. Composition. Timelines. This is our first opportunity to see and reflect on this. The Deans will be bringing it to the department chairs. Department chairs breakfast meeting will also be a means of communicating and discussing it. Incumbent on the Deans to be supporters, cheerleaders, as the faculty work through the process. This is not option, this is going to happen. Some of the departments may be mostly finished, because of the processes they use for accreditation. The discussions will roll out in two different time periods. Departments can begin working on it this spring who feel they need to; those that feel further along will start next fall. Departments will be furnishing information into a template. Teaching, advising, student engagement, research. We will want to be very involved. We will want to be part of this. To do it within submeets would be nice, but they already have their work cut out for them. Aggressive meeting schedule will make it important for everyone to proactively be involved. Bothmann: I think that we should latch on and be proactive with it by our contributions. What about the templates? Grabowska: Alignment with HLC Part of the idea behind the template is to define the focus. Wells has been willing to share and be transparent. Bothmann: How does it fit with or use program review information? Grabowska: Through the template. Ebel: Process is one we need to embrace. Task force structure and process looks good, but there's potential for quagmire? Hustoles: challenges in the microcosm/macrocosm. Each of our departments could benefit but it could also result in competition between departments. Useful if results in how can I recruit retain better? But also possible we could come up with a great document that wouldn't be used. Want to be assured that the time outlay will result in an outcome will be usable. Carson: Worried about the timeline under Phase 2 –One month... we are all working very hard. We already have fulltime jobs. Give us reasonable amounts of time to do it. Professional development isn't there. The things we DO are included, not the stuff we GET? Sabbaticals, phased retirements. Research is not highlighted but one of things we do to support extraordinary education. Pomije: Several concerns-- One size fit all template university. We are all different, bring different things to the table... minimizes our collective strengths? What will the template look like? We need to celebrate our differences. Administration doesn't understand the individuality of disciplinary contributions to the whole. That needs to be recognized? How we complement? We have to meet a diverse population and be flexible? Have all the Deans participated? Severns: We're all very busy. Chairs will have to spend an enormous amount of work to come up with something that is truly reflective of faculty values. Bothmann: Could administration please give us research from other institutions regarding the effectiveness/best practices with this kind of master planning. Veltsos: I support the idea of thing, wondering about its intention in terms of allocating resources, position us to shrink with enrollment drops? Pomije: We talk about being careful, and what we invest needs to come back to the university. Wallace: Makes sense, all the groups, how do we put them all the input together? What's the role of the Dean? Our Dean hasn't talked to us about this at all. The way I'm going to be involved is through my Dean. Grabowska: Bring your concerns to the table this afternoon. Carson: Should a group be strategizing how to approach responding, participating in this? Liebendorfer: timeline, how will the work would be

divided? Brauer: Concerned that this draft without faculty input, except for a conversation with Grabowska. What the IFO has decided to do we told the Chancellor, he should appoint a task force of constituent members to come up with that draft. We're not proactive enough. We should say "okay, we have CTF, we want to have a taskforce like the one at the state level to talk about CTF and how that's going to go down. Curriculum belongs to the faculty. Knowing what's going on at the state level, we'll be perpetually in a reactive mode. I think if we were wise we'll have our own proposal for CTF on our campus. Not CTF per se, part of the response. Carson: determining the guiding assumptions is important. Grabowska: This is NOT charting the future. We haven't heard anything yet. Bring your questions. Listen. Then take action. There's a lot of overlap. CTF. The university has to show relationship. I don't think. Wallace: Under # 4, we should align with, instead of support. Grabowska. We do want to be heavily involved in the process.

#### 8. MEET & CONFER AGENDA ITEMS -

- a. FAAD Meet & Confer THURSDAY, JANUARY 9, 2014 @ 3:00 P.M. Morris Hall 210.  
Benny cards and Interim Personnel

#### 9. INFORMATION ITEMS

- a. IFO Delegate Assembly (Governing Body of the IFO) – Friday, March 28 and Saturday, March 29, 2014 - Roseville Radisson
- b. Delegate Assembly Delegates - Mankato has a total of 43 delegates – IFO Board (3) + IFO Standing Committees - The Board and the Standing Committees are scheduled to meet on Thursday evening, March 27<sup>th</sup> –Thursday, March 27 room is paid for by the IFO Board for Board Members and for the IFO Standing Committee Thursday is paid for by the IFO Standing Committee on which you serve. If you are planning staying and being a delegate to the Delegate Assembly you will not need to change rooms. Ask around for people who are interested, want to have a full 43 people there. Standing committees, lgbt, feminist issues, grc, tend to have meetings the night before. Those committees will be paying for those; you will get paid, if you DECLARE to be a delegate.
- c. The 19<sup>th</sup> of February, a Wednesday, volunteers (Carson, Bothmann, Marg & Severns) have the conference room @ 1:30 to look at resolutions.

#### 10. FACULTY ASSOCIATION COMMITTEE CHAIRS REPORTS

- a. Assessment & Evaluation (Kirsti Cole - spring)
- b. Budget (Marie Pomije)
- c. Extended Learning (Jennifer Veltsos)
- d. Faculty Development (Don Ebel) Promotion & Tenure workshop-- focusing on three breakouts EVERY college is represented. Bothmann: some faculty do not report to Deans. Donna will be asked to send an email to all faculty. Veltsos: Reminder that all faculty are not based on campus, maybe use telepresence rooms? Brauer: Administration needs to understand better the contract regarding the promotion/tenure process, maybe through local workshops for them. Grievances come out of misunderstandings from that end. Ebel will look into. One of the last items. Task force of IFO/MNSCU was to be convened to develop a workshop/orientation related to tenure and promotion and some other issues in the contract.
- e. Faculty Improvement & Sabbatical (Emily Stark)
- f. General Education & Diversity (Dick Liebendorfer/Anne Dahlman)
- g. Graduate Curriculum & Academic Policy (GCAP) (Barb Bergman/ Jackie Lewis)

- h. Planning (Miriam Porter)
- i. Research (Teri Wallace)
- j. UCAP (Ron Nickerson)
- k. Unit Representatives – AH&N – Bridget Cooper; A&H – Craig Matarrese; Bus – Georgia Holmes; Educ – NEED; Lib/Unaf – Robert (Bobby) Bothmann; SET - Gregg Marg; SBS – Luis Posas

## 11. REPRESENTATIVES ON IFO STANDING COMMITTEES REPORTS

- 1. IFO Academic Affairs -- Patricia Hoffman -
- 2. IFO Negotiations – Donna Brauer –

Negotiations are moving slowly. The chief negotiator has been given parameters that are unacceptable to us. After the GRC meeting has happened, there may be an opportunity to do some kind of action. Action committee might want to talk to the state person. Carson: Dayton intervened for the other contracts. Porter: What should the action committee be doing? Opportunity to put out parallel info. Faculty salaries here being lower, next step, mass retirements, attracting quality? Brauer: Faculty salaries are too low. We need to get the word out? If we would agree to increase load, they would consider more salary. They don't want to get rid of off-grid compensation. Some instructors some places do a lot of online teaching that is not part of load and they make significant amounts of money. They do not want to discourage the more entrepreneurial faculty. Porter: Is there a process of vote of no confidence with a chancellor? There's nothing in the contract saying you can or can't. Chancellor will say he's not in charge of what is happening on individual campuses. Severns: I don't think it can be understated that negotiations must be kept clean. Legislature did not appreciate the things the chancellor was doing. Exceedingly dangerous to negotiate through the legislature. Be careful about taking sides or torquing off senior legislators, could have extremely long term negative impact. They have just issues their legislative agenda, GRC will look at. Rumor that all colleges to be called college, not tech nor community? Investigate.

- 3. IFO Multi-Culture – Javier-Jose Lopez –
- 4. IFO GRC - Martin Mitchell & Fred Slocum –
- 5. IFO GLBTA –Bobby Bothmann–
- 6. IFO Salary Equity –Ihsuan Li –
- 7. IFO Feminist Issues – Leah White –
- 8. Statewide Budget Review Committee - Ihsuan Li –
- 9. IFO Action Chair – Queen Booker –

## 12. OFFICER'S REPORTS

- a. Vice President/Grievance Officer (Mary Visser)
- b. Treasurers Report (Lynnette Engeswick)
- c. President's Report (Jim Grabowska)